



***Utah Office of Child Care***  
***Department of Workforce Services***



***Annual Report***

***2002***

## Vision Statement

Quality, affordable child care is available to every child in Utah who needs it.

## Mission Statement

To support children and families by working collaboratively with providers, employers, agencies and communities throughout Utah to ensure the availability of quality affordable child care.

## Utah Office of Child Care Advisory Committee

Elyce Mouskondis  
*Chair*  
Nicholas & Company  
Salt Lake City

Roz McGee  
*Vice Chair*  
Child Advocate  
Salt Lake City

Karma Arnold  
Providian Bank  
Salt Lake City

Jay Butler  
Department of Workforce Services  
Provo

Peter Corroon  
Attorney in Private Practice  
Salt Lake City

Judie Erickson  
Snow College  
Moroni

Tina Jensen  
Family Child Care Provider  
Price

Holley Mattson  
Parent of Preschool/Elementary School Age  
Layton

Connie Saccomanno  
Center Child Care Provider  
Salt Lake City

Annabel Sheinberg  
National Council of Jewish Women-Utah Chapter  
Salt Lake City

Mark Stimpson  
Regence BlueCross BlueShield  
Salt Lake City

Iona Thraen, ACSW  
Utah Department of Health  
Salt Lake City

Laura Oscarson Wilde  
Utah State Office of Education  
Salt Lake City



**M**any great things have been accomplished this year by our office. Grants have been awarded to child care providers, research on providers themselves and the rates they charge has been completed, provider education opportunities have expanded, and child care subsidy continues to help parents become and stay employed. So much has been achieved and so much more needs to be done.

This realization hit me when I recently attended a conference where the question was asked: "What is the purpose of child care? Is it for parental economic independence? Or is it for healthy child development?" I have pondered this question many times over the past several months as we chart our efforts for the new fiscal year.

**The answer is both!** The Department of Workforce Services and the Office of Child Care are uniquely aligned to accomplish both objectives.

Research shows that children do best when their families achieve increased employment and income, when they live with the love and support of both parents, and when they spend time in high-quality child care and after-school activities. Thus, to benefit children, many strategies involving multiple partners must be employed. The goals are to:

### **1. Help families achieve an adequate standard of living.**

Children benefit when families have enough income and resources to escape poverty. Research has shown that family income consistently predicts children's academic and cognitive performance, even when other family characteristics are taken into account. Current Census Bureau data show that more than 92,000 Utah children live in poverty and over 25 percent of Utah's children live in working poor families (Utah Kids Count, 2002).

Children of employed mothers who earn more than the minimum wage generally have better reading recognition, reading comprehension, and math scores than children whose mothers work for lower wages. (Moore and Driscoll, 1997)

### **2. Help families provide stable and supportive homes.**

Children benefit when parents advance their education and training. For families to leave poverty behind they need better jobs and the skills and training to become self-sufficient.

Parents with higher education levels tend to display more effective parenting with positive outcomes for children.

(Chase-Lansdale and Pittman, 2002)

In addition, research shows that children are better off when their fathers are involved in their lives. Father involvement can reduce child poverty and can also provide significant contributions to the emotional and intellectual well-being of children. (Congressional Research Service, 2001)

### **3. Help families access quality child care and after-school programs.**

From early childhood through adolescence, children who enjoy high-quality care and supervision are better prepared for school in terms of cognitive skills, health, and behavior.

Children in high-quality child care demonstrate greater mathematical ability, greater thinking and attention skills, and fewer behavioral problems than children in lower-quality care. These differences hold true for children from a range of backgrounds. (Peisner-Feinberg, et al, 1999)

The first two goals fit with the mission and vision of the Department of Workforce Services. The third goal fits squarely with the Office of Child Care. Its vision is to support children and families by ensuring that quality, affordable child care is available to every child in Utah who needs it.

Affordable, quality child care is critical to the economy of Utah. It facilitates the work of parents, leading to a more reliable workforce. The lack of child care can result in absenteeism, tardiness, poor job performance and unemployment. Furthermore, investing in our child care system not only supports the labor force today, but also helps prepare our children to be the workers of tomorrow.

The Office of Child Care has created short and long-term goals and multiple strategies that will continue to build on the strong foundation we've worked so hard to build this past year. These goals and strategies are continuously revised and refined to meet changing challenges and needs. Work with us to build and maintain a child care system that supports families, child care providers, and employers to build a strong Utah. There are many ways you can be involved. For more information, visit our website: [jobs.utah.gov/occ](http://jobs.utah.gov/occ) or call us at: 801.526.4340.

# Current and Future Projects

## Utah's Child Care Workforce Study

There are many challenges to recruiting and retaining the level and type of child care workforce needed to produce a high quality child care system. Demographic trends indicate that the need for child care in Utah will continue to rise. The Department of Workforce Services projects the need for an additional 2,590 child care worker positions to support Utah's economy in 2000-2005. The child care field is projected to be the 10th largest producer of new jobs from 2000-2005.

U.S. Census figures show a 29.6 percent increase in the state's population from 1990-2000 including a 9.4 percent increase in the number of children under five years old. Contributing to the demand is Utah's changing work patterns and family makeup. Census figures point to an increasing percentage of two parents in the labor force and an increasing number of women entering full-time work in Utah. The number of single parent families is expanding.

In 2002, the Office of Child Care commissioned a study of Utah's child care workforce. Key findings of the study include:

### Wages and Benefits

Compensation is remarkably low. The estimated average hourly wage for child care workers in Utah is \$7.90 per hour. The average hourly wage for a center teacher ranges from \$6.81 (low) to \$8.67 (high). The average weekly net income for a family provider is \$240.45 for a 49-hour work week, or about \$4.90 per hour.

Only one in four full-time center staff has health insurance through their job. No more than 5 percent of family providers have health or dental insurance through their child care business.

### Recruitment and Retention

The top two reasons for staff turnover are low wages and no benefits. Utah child care centers reported a 31 percent turnover rate from the previous year. Of center staff leaving their positions, 38 percent left the field entirely. Children in programs with high staff turnover rates tend to be less proficient in language and social skills.

### Provider Education

Almost half, or 46 percent, of center classroom teachers have only a high school diploma. Less than half, or 33 percent, of family child care half sheet two sided- available on e-publications list intranet-providers have at most a high school diploma. About 12 percent of family child care providers, 11 percent of residential certificate holders, and eight percent of center teachers have an associate's degree. Only 12 percent of family child care providers, nine percent of residential certificate holders, and 12 percent of

This study was conducted as a collaborative effort by Mills Consulting Group, Inc. and Goodman Research Group, Inc. The study began in February 2002 and was completed in August 2002. To obtain the executive summary, call 801.526.4340 or visit our website: [jobs.utah.gov/occ](http://jobs.utah.gov/occ).

## Care About Child Care Public Awareness Campaign

**Care About Child Care** is a collaborative project between the Office of Child Care and the Utah Association of Child Care Resource and Referral Agencies (UACCRRA). This project is a multi-media public awareness campaign designed to increase the public's understanding of the benefit of quality child care and school-age care. It will also increase understanding that quality early education programs help prepare children for later school success and is a vital component of Utah's economic infrastructure. The campaign will kickoff in early 2003.



## Employer Champions for Child Care

**Employer Champions for Child Care** is a public/private partnership dedicated to bringing business leaders, policymakers and advocates together to develop and achieve objectives designed to improve child care and early education in Utah. The Department of Workforce Services' regional councils, the Office of Child Care Advisory Committee, and community advocates are exploring this exciting new corporate initiative.

## First Annual Child Care Provider Professional Development Conference Sponsored by the Office of Child Care

The conference will be held May 30 and 31, 2003. It is sponsored by the Office of Child Care in cooperation with Utah's major child care provider associations including the Utah Association for the Education of Young Children (UAEYC), Utah Professional Child Care Association (UPCCA), Professional Family Child Care Association (PFCCA), Utah School-Age Care Alliance (USACA), Utah Association of Child Care Resource and Referral Agencies (UACCRRA), and the Utah Head Start Association (UHSA). A variety of educational workshops and seminars of interest to child care providers are planned. Information will be mailed to all regulated providers early spring 2003.





# The Payment-to-Parent Assisted Child Care Program

The Payment-to-Parent Assisted Child Care Program provides funding for child care to parents who are employed or employed and attending school or training. The program serves single-parent families or two-parent families when neither parent can change schedules to provide care for their children. Parents must meet minimum work requirements. Other eligibility requirements such as income limits and cooperation to obtain child support also apply.

During 2002, a separate account for child care funds was added to the Utah Horizon system. Parents who select center care receive their subsidy electronically and make payment with their Utah Horizon Card. Payment can only be authorized for child care services provided by participating child care centers. Parents selecting other types of care will continue to receive a two party check until the Electronic Benefits Transfer (EBT) payment method becomes available for other provider types. Almost 80 percent of approximately 285 licensed child care centers are participating in the EBT system. This system has improved the ease, availability, and timeliness of payments.

<i>FY02 Program Statistics</i>	
Monthly average served:	
Families	5,887
Children	11,232
Average cost of subsidy per child, per month:	\$268

## Provider Helpline

The Provider Helpline, introduced in March 2002, supports child care providers who receive payment through the Payment-to-Parent Assisted Child Care Program. This dedicated provider helpline answers questions, provides feedback, and reports possible misuse of child care funds. The information collected from the Provider Helpline will be used to develop training for child care providers on the eligibility process.

<i>FY02 Program Statistics</i>	
Calls received:	
March	214
April	331
May	241
June	242
Average calls per month	257



**Note**  
**FY** is shorthand for fiscal year. A fiscal year is a 12-month period at the end of which all accounts are completed. A fiscal year does not always correspond to a calendar year. FY02 is the time period from July 1, 2001 through June 30, 2002.

## Child Care Resource and Referral



Utah's Child Care Resource and Referral Agencies (CCR&R) are funded by the Office of Child Care. The Office contracts with six agencies to provide community-based child care information and referral services throughout Utah. Parents call a locally based CCR&R to receive information to assist them in their search for quality child care. The CCR&Rs also support child care providers by offering a wide variety of training courses and other technical support.

### *FY02 Program Statistics*

Contract funds distributed by Office of Child Care: \$2.5 million

CCR&R	Child Care Provider Technical Assistance Calls	Child Care Provider Training Hours	Parent Referral Calls
Bridgerland	2,829	4,834	829
Eastern	532	3,049	203
Metro	7,567	10,991	2,779
Mountainland	5,130	5,734	753
Northern	2,404	8,614	1,822
Western	1,968	6,387	723
<b>TOTAL</b>	<b>20,430</b>	<b>39,609</b>	<b>7,109</b>



# School-Age Programs

The Department of Workforce Services contracts with private and public program providers which operate school-age programs throughout Utah during the school year and when school is not in session. Programs receiving these contracts must match the grants from 50 percent to 100 percent in cash or in-kind. The Office of Child Care offers training and support to these programs and works to develop awareness and understanding of what makes a quality before- and after-school program.

After-school and summer programs keep children safe, help working families, and improve students' academic achievement by providing critical opportunities for youths to learn and grow. These programs lessen the worries of parents who cannot be with their children after school. (Source: Afterschool Alliance, [www.afterschoolalliance.org](http://www.afterschoolalliance.org).)



### FY02 Program Statistics

Total awarded	\$1,155,200	
Contracts	23	
Counties served	11	
Program sites	66	(21 offer a summer program)
Children served	7,049	(6,271 school year and 778 summer)
Children with special needs served	236	
Average cost to operate		
per hour, per child	\$2.81	
Average daily attendance, per program		
School year	28	
Summer	70	
Average weekly program operation hours	19	





# Start-up and Quality Improvement Initiatives

The Office of Child Care offers grants to child care providers to increase the availability (start-up), affordability and quality of child care. Grants are distributed through a competitive bid process. Both start-up grants and quality improvement grants stress program excellence.

Applying for and being awarded these grants is voluntary.



## FY02 Program Statistics

### Start-Up and Expansion Grants

Total awarded	\$291,080
Programs	17
Family programs – all age children	5
Center programs – infant/toddler and school-age children	12
Non-traditional hours	5
Special needs care	1

### Quality Improvement Grants

Total awarded	\$59,165
Grants	41
Centers	8
Family care	33

### Infant and Toddler Quality Improvement Grants

(Funded over a 17 month period, 2/01 through 6/02)

Total awarded	\$745,730
Centers funded	24
Infants/toddlers served	404

### Provider Association Grants

Total awarded	\$10,000
Utah Non-Profit Provider Associations nationally affiliated	6
Utah child and school-age care providers benefiting from conferences and training sponsored by provider associations	936

# Training and Professional Development

The Office of Child Care sponsors the following Professional Development Programs for child care providers:

**The Early Childhood Career Ladder Program.** This program recognizes and rewards child care providers for increasing levels of training in child development and child care. A growing body of research indicates that the quality of care children receive is directly tied to their caregiver’s level of training.

**The Provider Achievement Award Program.** This program recognizes providers annually for going above and beyond the minimum health and safety requirements of the Utah Department of Health, Bureau of Licensing. Qualifying providers are rated on a scale of one to ten stars, depending on their level of training and years of licensed experience. Providers who participate in this program receive an annual cash award.

**Scholarships and Accreditation.** The Office of Child Care sponsors scholarships for providers who are in the process of obtaining or renewing their Child Development Associate (CDA) credential. OCC also sponsors national accreditation support projects for center, family, and school-age child care providers.



## FY02 Program Statistics

### Career Ladder

Awards	1,036
Total	\$439,900

### Provider Achievement Awards

Awards	239
Total	\$170,00

### CDA Scholarships

Awards	8
Total	\$2,600

Accreditation support funds of \$17,806 were distributed among Utah’s four statewide child care provider associations.



# Work / Life Training and Development



**W**ork/Life is an emerging field which helps businesses become more successful by creating workplaces that support a diverse workforce and a culture that recognizes the out-of-work time needs of employees. While work/life programs and policies take many forms, the goal is to ensure that employees are productive and satisfied. Successful work/life programs impact the bottom line by enhancing recruitment and reducing staff turnover and absenteeism.

## *FY02 Program Statistics*

Over 80 Utah businesses were nominated for the Department of Workforce Services Work/Life Awards. The ten 2001 Utah Work/Life Award winners match and surpass national averages and benchmark data.

- \* **Regence BlueCross BlueShield** reported a savings of \$82,000 per year in reduced absenteeism, tardiness and turnover due to their on-site child care center.
- \* **UTA** reduced their annual turnover of their transportation operators from 15 percent to nine percent. They attribute their success to improved company culture, competitive pay and benefits.
- \* **Futura** estimates a 50 percent drop in turnover since implementing work/life initiatives.
- \* On average, the 2001 winners offered a starting hourly wage that is 2.02 times Utah's required minimum wage.
- \* 90 percent of the 2001 winners offered some variation of tuition reimbursement.
- \* 40 percent of winners have employee work/life committees. 80 percent provide management training on work/life issues, compared with 43 percent nationally and 89 percent of *Working Mother's* 100 Best.

## Facts About Child Care In Utah

### Child Care Supply

There are two categories of child care: regulated and unregulated. Some providers such as relative and school-sponsored programs are legally exempt from regulations. Child care providers who are regulated receive basic training and commit to maintaining a safe and healthy environment. They hold a License or a Residential Certificate from the Utah Department of Health, Bureau of Licensing.

#### Regulated Child Care

	FY01	FY02	% change
Center	285	289	1%
Family Care	1,165	1,093	-6%
Residential Certificate	510	774	52%

#### Slots

Infant/Toddlers	5,160	5,261	2%
Children age 2 through pre-school	21,590	21,454	-1%
School-age	12,260	13,340	9%

#### Vacancies

Infant/Toddlers	870	982	13%
Children age 2 through pre-school	4,690	4,645	-1%
School-age	2,250	2,872	28%

#### % Vacant

Infant/Toddlers	16.9%	18.7%	11%
Children age 2 through pre-school	21.7%	21.7%	0%
School-age	18.4%	21.5%	17%

Child care slots are derived by the number of children a child care provider is licensed to care for (capacity). A regulated child care provider may choose to limit the number of children in their care. Child care vacancies may include under-utilized capacity. Slots and vacancies are snapshots in time and are highly volatile. Data are collected by fiscal year quarter and are averages based on four quarters.

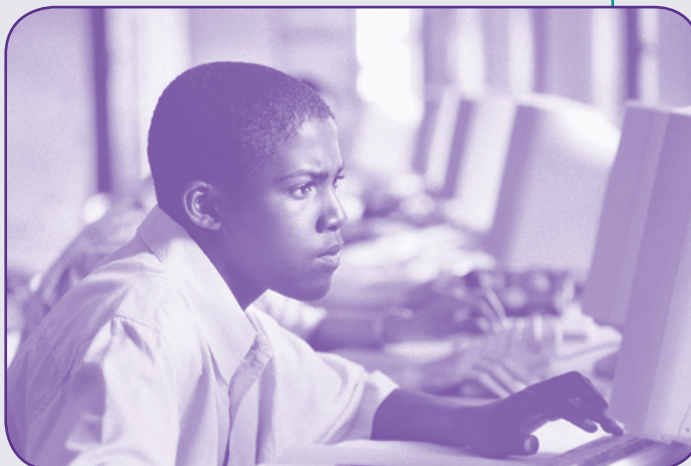
Source: *Regional child care resource and referral contractors.*



## Estimated population of Utah children needing care

			Percent of children with both or only parent in workforce
1. Estimated population of children, ages 0-12 years	1999	2003	
Age 0 to five	252,100	278,400	
Age 6 to 12	259,900	277,400	
Total	512,000	555,800	
2. Number of children age 0 - 5			
Living with both parents	217,100	239,800	
Both parents in labor force	110,300	121,800	51%
both work 35+ hours	42,700	47,100	39%
both work < 35+ hours	67,600	74,700	61%
Living with one parent	35,000	38,600	
Parent in labor force	23,000	25,300	66%
at work 35+ hours	14,100	15,600	61%
at work < 35+ hours	8,900	9,700	39%
Children age 0 - 5 with parent(s) working 35+ hours	56,800	62,700	
Children age 0 - 5 with parent(s) working < 35+ hours	76,500	84,400	
3. Number of children age 6 to 12			
Living with both parents	224,000	238,000	
Both parents in labor force	138,500	147,200	62%
both work 35+ hours	63,600	67,600	46%
both work < 35+ hours	74,900	79,600	54%
Living with one parent	35,900	39,400	
Parent in labor force	29,400	32,300	82%
at work 35+ hours	21,700	23,800	74%
at work < 35+ hours	7,700	8,500	26%
Children age 6 to 12 with parent(s) working 35+ hours	85,300	91,400	
Children age 6 to 12 with parent(s) working < 35+ hours	82,600	88,100	
4. TOTAL			
Children with parents working 35+ hours	142,100	154,100	
Children with parents working < 35+ hours	159,100	172,500	

Source: Based on 1990 Census data, Department of Workforce Services, Workforce Information.  
Additional analysis by the Office of Child Care.





## About the Office of Child Care

The Office of Child Care focuses on the following program areas to support employed families and child care providers:

- Payment-to-Parent Assisted Child Care Program
- Provider Helpline
- Child Care Resource and Referral
- School Age Programs
- Start-up and Quality Improvement Initiatives
- Training and Professional Development
- Work/Life Training and Development

The Office receives most of its funding from the Child Care and Development Fund (CCDF). The CCDF dollars are distributed to the states, territories, and tribes. This critical funding assists low-income families, families receiving temporary public assistance, and families transitioning from public assistance to obtain child care services so they can work or attend training/education.

A minimum of four percent of the CCDF must be used to improve the quality of child care. The Office of Child Care is able to offer additional services to parents and child care providers. Families benefit from child care resource and referral counseling and out-of-school time programs. Child care providers benefit from training and professional development, and other grant opportunities.

In Federal Fiscal Year (FFY) 2002, Utah's total CCDF allocation was \$41.7 million. About \$31.6 million was spent on assisted child care payments and \$7.1 million was spent on quality activities. The balance of the funding was spent on administrative, regional, and computer systems expenditures.



## ***Acknowledgements***

The Office of Child Care is grateful to the state agencies which provided additional data. We are especially indebted to the members of the Office of Child Care Advisory Committee and others who reviewed the report.

### **Office of Child Care Staff**

Lynette Rasmussen, Director  
Natalie Brush  
Christi Christian  
Colleen Fitzgerald  
Amie Huffman  
Caroline Kueneman  
Robin Nielson  
Ann Stockham  
Patrice Spiegel  
Teresa Whiting

### **Report Editor**

Patrice Spiegel

### **Design**

Winston Inoway

To obtain more information about the Office of Child Care, the Office of Child Care Advisory Committee and Subcommittees, to receive meeting notices or agendas, or simply to learn more about child care issues log on to: [jobs.utah.gov/occ](https://jobs.utah.gov/occ).



Office of Child Care  
Department of Workforce Services  
140 East 300 South  
Salt Lake City, Utah 84111

801.526.4340  
800.622.7390  
[jobs.utah.gov/occ](http://jobs.utah.gov/occ)

